

Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council’s duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Request to join and access to the London Borough of Newham’s Dynamic Purchasing System (DPS) for the provision of Children’s Residential Care Homes and Independent Foster Care Agency Services
Service Area	Children’s Care and Support (Commissioning)
Officer completing the EIA Screening Tool	Claudia Wakefield, Commissioning Manager
Head of Service	Heather Storey, Head of Commissioning Children’s
Date	15/01/2024
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/decisions sought.	By joining and accessing the London Borough of Newham’s Dynamic Purchasing System (DPS), LBBB will be provided access to a pool of good quality pre-approved providers for Children’s Residential Care Homes and Independent Foster Care Agencies, through which we will be able to meet the needs of our Looked After Children aged 0-18 (up to a maximum age of 25). The aim of the DPS is to source placements that best meet the individual needs of the child or young person and it is acknowledged that these needs are often ongoing. Placements will provide children and young people with suitably matched high-quality homes, with 24/7 support around outcomes such as health and wellbeing, educational attainment and daily living. The DPS will assist LBBB in meeting its statutory duty to ensure that there is sufficient, good quality, and safe provision for the

	<p>children in its care. This provision represents value for money and will be sourced in compliance with the Public Contracts Regulations 2015 (PCR 2015), and the Council's Contract Rules, to ensure best value for both the children and the Council. It is also important to note that Section 149 of the Equality Act requires public authorities to remove or minimise disadvantages affecting any particular equality group. This means that giving due regard to Equality will require the procurement process, tender specification and award of the tender to take into account the needs of care leavers who are disabled or where appropriate, commission specialist services or require main suppliers to use specialist subcontractors to respond to the specific disability support needs of care leavers. In the event that a looked after child or care leaver with physical and sensory disabilities and long-term conditions required specialist accommodation and support services these would be commissioned on a case-by-case basis.</p>	
Protected characteristic	Impact	Description
Age	Positive impact (L)	<p>This proposal will provide looked after children with good quality accommodation arrangements with access to education, health and wellbeing support whilst also providing seamless transitional arrangements.</p> <p>Access to the DPS will provide a range of high-quality Providers that will meet the diverse needs of children and young people in the Borough. Young people with complex needs will be given bespoke individual support.</p> <p>This proposal will also ensure that LBBB has a range of high-quality assured Providers capable of providing accommodation and support to young people within LBBB and in neighbouring boroughs to a very high standard.</p> <p>All looked after children and young people from ages 0-18 (up to a maximum age of 25) will be catered to, with placements that best meet the individual needs of the child or young person.</p> <p>Through standards established in the service specifications, targets set and contract monitoring, Providers will be required to demonstrate how they are meeting the emotional needs of our</p>

		children and young people, to ensure that any issues are addressed promptly.
Disability	Positive impact (L)	<p>The current Newham DPS has considered the needs of children and young people who have a complex need and require enhanced levels of care for their complex needs. This element of the service for Children's Residential Care Homes is covered under Lot 2b and for Independent Foster Care Agencies is covered under Lot 4b of the Agreement.</p> <p>Through standards established in the service specifications, targets set and contract monitoring, all young people with strength and difficulties questionnaire (SDQ) scores of 17 and over will be referred to CAMHS and receive a service within 4 weeks. This proposal will contribute towards ensuring that children in care are healthy and emotionally resilient.</p> <p>Providers will also be expected to support children and young people to access education (mainstream/ special schools), training and meaningful activities.</p> <p>In the event that a looked after child or care leaver with physical and sensory disabilities and long-term conditions required specialist accommodation and support services these would be commissioned on a case-by-case basis.</p>
Gender re-assignment	Positive impact (L)	<p>All looked after children and young people will be supported as appropriate, with placements and tailored support that best meet the individual needs of the child or young person.</p> <p>Capturing gender, identity and sexual orientation will be achieved through standards established in the service specifications, targets set and contract monitoring; Providers will be required to demonstrate how they are meeting these needs. Providers will also be required to submit details of incidents</p>

		and their response to keep young people safe including bullying, issues related to their sexuality or sexual identity and other protected factors.
Marriage and civil partnership	Not applicable (N/A)	Not applicable.
Pregnancy and maternity	Positive impact (L)	Pregnant young people in care will be supported through their allocated key workers within the provision to access appropriate anti-natal and post-natal support.
Race	Positive impact (L)	<p>All looked after children and young people across the diverse population of LBBB will be supported as appropriate, regardless of their race. Placements and tailored support that best meet the individual needs of the child or young person will be put into place through the DPS. Furthermore, unaccompanied asylum-seeking children (UASC) will be supported to settle into the community through their placements.</p> <p>Providers will also be expected to address cultural needs through providing interpreting, advocacy support and befriending services as required.</p>
Religion	Positive impact (L)	<p>All looked after children and young people in care across the diverse population of LBBB will be supported as appropriate, regardless of their religion. Placements and tailored support that best meet the individual needs of the child or young person will be put into place through the DPS. Providers will also be expected to support children and young people with practicing their faith and to provide support with faith celebrations and festivals.</p>
Sex	Positive impact (L)	All looked after children and young people will be supported as appropriate, with placements and tailored support that best meet the individual needs of the child or young person.

		<p>Capturing gender, identity and sexual orientation will be achieved through standards established in the service specifications, targets set and contract monitoring; Providers will be required to demonstrate how they are meeting these needs. Providers will also be required to submit details of incidents and their response to keep young people safe including bullying, issues related to their sexuality or sexual identify and other protected factors.</p>
Sexual orientation	Positive impact (L)	<p>All looked after children and young people will be supported as appropriate, with placements and tailored support that best meet the individual needs of the child or young person.</p> <p>Capturing gender, identity and sexual orientation will be achieved through standards established in the service specifications, targets set and contract monitoring; Providers will be required to demonstrate how they are meeting these needs. Providers will also be required to submit details of incidents and their response to keep young people safe including bullying, issues related to their sexuality or sexual identify and other protected factors.</p>
Socio-Economic Disadvantage¹	Positive impact (L)	<p>All looked after children and young people will be supported as appropriate, with placements and tailored support that best meet the individual needs of the child or young person.</p> <p>Children and young people who enter care are often from families who experience socio-economic disadvantage² and care-experienced people continue to experience socio-economic disadvantage throughout their lives³. This makes finding</p>

¹ Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.

²(https://assets.publishing.service.gov.uk/media/5a7c4b2d40f0b6321db3836b/33571_2901304_CMO_Chapter_11.pdf,p5)

³(<https://www.sciencedirect.com/science/article/abs/pii/S0190740922002560#:~:text=In%20essence%2C%20care%20leavers%20continue,as%20causes%20of%20occupational%20disadvantage.>)

		appropriate placements for each child and young person, that set them up as well as possible for later life, important for combatting inequality.
How visible is this service/policy/project/proposal to the general public?		Medium visibility to the general public (M)
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc		High risk to reputation (H)

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

This screening tool has identified that a full EIA is not required at this time, with membership of the Newham DPS resulting in a positive impact against all protected characteristics listed above; however, the impact on protected characteristics will continue to be reviewed and monitored over the course of LBBB's membership of the Newham DPS. Another EIA screening will be completed in March 2026, prior to LBBB deciding if it would like to continue with the Newham DPS arrangement for a further 4 years, from March 2026 until March 2030.

Please submit the form to CE-strategy@lbbd.gov.uk and include the above explanation as part of the equalities comments on any subsequent related report.